



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX
FORT KNOX KENTUCKY 40121-5000

ATZK-CSM-R (601)

15 November 1999

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Thunderbolt Six Policy Memo No. 37-18 – Fort Knox Army Retention Program

1. Reference AR 601-280, 31 March 1999, Army Retention Program.
2. The Army Retention Program is a dynamic program that requires constant attention because of the impact it has on soldiers' career development and the quality of our active force. Retention is a command responsibility. All leaders will make Retention a top priority. I expect subordinate organizations to achieve 100% of their retention objectives for first term and mid-career soldiers. This applies to quarterly and annual objectives. Working together, we can achieve these objectives.
3. The goals of the Army Retention Program are to retain the highest quality soldiers, maintain command involvement at all levels, and support force alignment objectives. Additionally, it is essential to afford all soldiers electing not to remain on active duty the opportunity to transition into the Reserve Components. Details of the Fort Knox Army Retention Program are attached as enclosures 1 and 2.
4. Our challenge is to maintain a strong and viable program that focuses on retention of quality soldiers and their families. It is essential that we identify and retain our best soldiers to maintain the smaller, highly qualified, and technical force required for today's Army.

REENLIST THE THUNDERBOLT!

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as

B. B. BELL
Major General, USA
Commanding

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FORT KNOX RETENTION INCENTIVE PROGRAM

1. Reference AR 601-280, 31 March 1999, Army Retention Program.
2. This Retention Incentive Program recognizes the following:
 - a. Soldiers reenlisting in the Regular Army.
 - b. Personnel extending under the BEAR (Bonus Extension and Retraining) Program.
 - c. Soldiers committed to affiliate with a unit of the Reserve Component.
3. Incentives are established as follows:
 - a. A 4-day pass to be taken within 60 days after reenlistment, extension for the BEAR Program or agreement to transition into a Reserve Component unit. An additional 3-day pass will be given to soldiers who reenlist for current station stabilization.
 - b. Authorized to take a 30-day reenlistment leave in accordance with AR 600-8-10. Reenlistment leave is chargeable against the soldier's leave and requires unit commander approval.
 - c. A 30-day exemption from any and all roster type duties and details not pertaining to normal duty, beginning on the date of the next duty cycle.
4. If not previously accomplished, all subordinate units will establish a retention incentive program to supplement those contained in this memorandum and forward a copy to the Post Retention Office.

FORT KNOX RETENTION AWARDS PROGRAM

1. Reference AR 601-280, 31 March 1999, Army Retention Program.
2. This Retention Awards Program supplements the Army Retention Program by recognizing retention achievements of subordinate units and AC/RC Career Counselors. Specifically, it establishes procedures for quarterly and yearly awards.
3. Retention awards for subordinate units and Career Counselors for the active and reserve categories will be presented as follows:
 - a. Quarterly:
 - (1) Each unit will receive a plaque for achieving 100 percent of the retention objective in all categories. All categories is defined as active component initial term and mid-career objective as well as Reserve Components objective.
 - (2) Each AC/RC Career Counselor will receive a Certificate of Achievement for achieving 100 percent of the retention objective in all categories.
 - (3) The unit achieving the highest combined percentage over 100% in the initial term and mid-career category AND 100% in the Reserve Components category will receive the rotating quarterly trophy award.
 - b. Yearly:
 - (1) Each unit will receive a plaque for achieving 100 percent of the retention objective in all categories.
 - (2) Each AC/RC Career Counselor will receive an award for achieving 100 percent of the retention objective in all categories.
 - (3) The unit achieving the highest combined percentage over 100% in the initial term and mid-career category AND 100% in the Reserve Components category will receive a permanent trophy award.
4. If not previously accomplished, all subordinate units will establish retention awards program to supplement those contained in this memorandum and forward a copy to the Post Retention Office.